



HORIZONS
EDUCATION TRUST

Equalities Plan 2023 objectives

1. Premises, Facilities and Our Accessibility

- 1.1 Repair /update the equipment in the SCA lower school sensory room.
- 1.2 Introduce sensory room to RMA St Neots site.
- 1.3 Premises plan for RMA St Neots includes investment in furniture and resources for a library.
- 1.4 Explore relocation of reception area and office at RMA St Neots site.

All statutory checks and repairs are systematic to ensure a safe working and learning environment.

RMA received considerable investment from the Trust with IT infrastructure, which gives all staff access to SharePoint and VOIP for communications within and between sites.

SCA education capital build concluded in November 2022, which was funded by the CCC. Accessibility and use of hygiene facilities at the school are now improved and enable the school to meet the needs of all learners.

2. Staff Recruitment, Training, Appraisal

- 2.1 Refresh leadership training for appraisal to ensure the needs of employees are met to support their roles and process can support staff retention.
- 2.2 Both schools to introduce a role competency check list based on the Job description and specification to add to the interview process for staff appointments to ensure take up of suitable staff.

3. Curriculum

- 3.1 Both schools to focus on use of money and finances as preparation for adulthood as parents think financial competency is important.

4. SEND Provision / School Environment

- 4.1 The Trust will contact all staff to provide information to enable them to make an equalities disclosure for any reasonable adjustments to be considered.
- 4.2 New Heads to have opportunity to implement their vision for their schools and provide feedback reports to the parents and community.

5. Displays and environment

- 5.1 Head Teachers and staff will ensure all schools have displays that are refreshed in reasonable intervals.

6. Community

- 6.1 Heads to help make sure community and parents are aware of all community links and preparation for adulthood opportunities available from schools.

The questionnaire indicated a high level of anticipation for the RMA Wisbech Green new site. Parent's responses from SCA have also indicated their satisfaction with the new facilities at SCA.

Responses from staff were more focused on cohort planning and supporting newly appointed staff this will be addressed by the new head teachers.

Dated: February 2023